



Lilly Ledbetter to Keynote 9th Annual Summit

The Economic Council on Women is excited to announce fair pay advocate Lilly Ledbetter as the 2012 Economic Summit keynote speaker.

Lilly Ledbetter was born in a house with no running water or electricity in the small town of Possum Trot, Alabama. She knew that she was destined for something more, and in 1979, with two young children at home and over the initial objections of her husband Charles, Lilly applied for her dream job at the Goodyear tire factory. Even though the only women she'd seen there were secretaries in the front offices where she'd submitted her application, she got the job—one of the first women hired at the management level.

Ledbetter worked at the Goodyear tire plant for more than 20 years, becoming the first woman to be promoted to supervisor. A handwritten note listing her name and

salary along with those of the three other area managers opened Ledbetter's eyes to unequal pay. She turned to the courts for justice but the Supreme Court denied her claim which was based



on the Civil Rights Act of 1964.

Her experience transformed Ledbetter into an advocate for equal pay. Eleven years after receiving that note, President Obama signed the Lilly Ledbetter Fair Pay Act of 2009, amending the Civil Rights

Act of 1964, stating that the 180-day statute of limitations for filing an equal-pay lawsuit regarding pay discrimination resets with each new discriminatory paycheck.

Ledbetter will discuss her fight for equal rights in the workplace at the Summit luncheon.

"We are very fortunate to have Lilly Ledbetter join us as a speaker this year for the 2012 Economic Summit and bring us her inspirational story," said Council Chair Yvonne Wood. "Lilly won a court battle for gender pay discrimination and then had it struck down by the Supreme Court. She did not give up and as a result, Congress passed the Lilly Ledbetter Fair Pay Act in 2009. It is an important tool for women to combat the inequities still occurring in the workplace. Tennessee women are still paid only 77 cents for every dollar of their male counterparts."

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Woman in the Spotlight: Kathleen Walker, Artist and Entrepreneur

Council Secretary Kathleen Armour Walker is the owner and design force behind Tennessee Pewter Company. A long-time fan of Tennessee Pewter, Walker and her husband bought the company in 2008. Though she had no formal training in pewter-making Walker loved the finished product and wanted to preserve its tradition. As a young person and a woman Kathleen stands out among

pewter artisans.

"It's not easy. There've been challenges but everyday it's a joy to come in a make a beautiful product," says Walker.

Kathleen says that her greatest motivation is the happiness of her customers; she loves being a part of her customer's life. "Most of the people buying a product I have met in person or talked to on the phone," says Walker.

Kathleen does all of the engraving at Tennessee Pewter and it draws her into the lives of her customers, into the events they are commemorating. Working six to seven days a week, Kathleen says, "I may not be hosting the parties right now, but my pewter is there as centerpieces."

Walker attributes her leadership style to the impact of her mother and of her grandmothers. Her mother, who

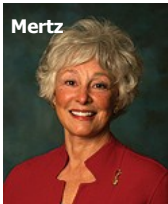
worked as a principal for many years, gave her the detail-oriented side of her leadership and the drive in her work. Both of her grandmothers were cooks and entertainers, and she attributes her 'softer side' to them. Her leadership has brought Tennessee Pewter recognition around the Southeast for her craftsmanship.

What's *your* true value?

That's one of the main topics on the agenda for the **June 15th East Tennessee Women's Leadership Summit- Live. Learn. Lead.** Area professional women who are looking to know and grow their value, or who are interested in learning more about leveraging their economic power, won't want to miss this one-day event at the Knoxville Airport Hilton.



EAST TENNESSEE WOMEN'S LEADERSHIP SUMMIT



Mertz

Headlining the day is **Martha Mertz**, the globally recognized author of *Becoming ATHENA: Eight Principles of Enlightened Leadership*. Mertz founded the leadership organization ATHENA International, which presents national leadership awards to women such as Ruth Bader Ginsburg, Sally Ride, and Congresswoman Gabby Giffords.

Also on tap for the June 15th event are Kathleen McQuiggan, senior adviser from PaxWorld investments; a panel of local women leaders from the non-profit, public and private sectors who'll discuss growing your value, some fun negotiation tips from the Foothills Community Players, and the presentation of the first ever **Lizzie Crozier French Women's Leadership Award**.

Cost for the full day, including lunch, is only \$75 through June 8th, \$90 after June 8. For more information, or to register, go to <http://easttnwomensls.wordpress.com/>. Sponsorship information is also available on the site. Participants are encouraged to register early.

Qualls-Brooks Speaks at Rutherford County CABLE



Rutherford CABLE hosted our own Phyllis Qualls-Brooks at its April meeting. She talked about the Council, its work and the continual effort to uplift women. Pictured are Dr. Gloria Bonner, MTSU, Paula Mansfield, Rutherford County CABLE President, Phyllis Qualls-Brooks and Shannon White, TECW.

Female Cabinet Members Address Council

The Spring Quarterly Meeting of the Council was attended by the seven female commissioners in Governor Bill Haslam's administration, or their representatives. These women shared information about their agency's services and programs geared specifically to women.

Three commissioners were present: Commissioner Karla Davis, Commissioner Julie McPeak and Commissioner Susan Whitaker, who is also a member of the Council. Julie Cyr of Veterans Affairs, Sumita Banerjee of Human Services, Danielle Barnes of Human Resources, and Debbie Miller of Children's Services, all represented their respective commissioners. Each presenter shared personal stories about her career and information about programs that impact women, families and children.

The Commissioners spoke of celebrating women's achievements and of encouraging women to continually strive for more. Commissioner McPeak, Department of Commerce and Insurance, said, "As the State Fire Marshal, I have the responsibility of speaking at the fire academy's graduation ceremonies. I am proud of all our firefighters. But I always make a note to thank and encourage the women graduates. It is a special moment to see their children beam with pride for their mothers."

In addition to the state officials, other special guests included women from high-level positions in state government, education and significant organizations.

In Pictures: Women's Political Collaborative Day on the Hill Luncheon



On March 13th, the **Women's Political Collaborative of Tennessee**, in partnership with 15 women's groups from around the state, hosted the **2012 Women's Day on the Hill**. The day began with a breakfast and the morning was spent in meetings with legislators. The final event of the day was a luncheon with female members of the General Assembly who addressed the question, **"What led you to run for public office?"**

Some highlights from the legislators were:

Speaker Beth Harwell said, **"We all stand on the shoulders of the women who went before us."** While a student at Vanderbilt University Harwell had her first campaign experience working for Betty Nixon who was running for Nashville Metro Council.

Senator Beverly Marrero was first interested in politics as a ninth grader taking Civics and, as a student, went door-to-door in her neighborhood for John Kennedy. She decided early in life that **"if you want your government to be better then you have to work to make your government better."**

Representative Johnnie Turner served as her husband's campaign manager for many years and was very active with the Civil Rights Movement in Memphis, so when her husband died she decided to run for his seat. Turner said, "I had all the makings, I just hadn't made my move," and, **"I ran because I cared; I ran because I had another perspective."**

A Message from Executive Director Phyllis Qualls-Brooks:

“When women are at the table, the conversation changes,” said Council Member Wendy Pitts Reeves. Since women make up 51% of Tennessee’s population, one could surmise that women are at every table, by simple math, unless they choose not to be, by simple choice.

The table of life for women speaks to so many issues; however, I will focus on women-owned businesses. Tennessee has performed well with Women-Owned Businesses and that area is at an all-time high. TECW report *The Economic Impact of Women-Owned Businesses* shows that Tennessee ranked 17th nationally, based on the number of

women-owned businesses, and ranked 13th friendliest state for entrepreneurship policy.

In Tennessee, statistics based on the 2007 Survey of Business Owners indicate the number of women-owned businesses grew by almost 20% between 2002 and 2007, and receipts from women-owned firms grew by just over 20% during that period.

Those two factors, which place Tennessee in the Top 20 among states in both categories, are robust indicators that women are at the table and do change the conversation. Today we find women in all industries and as leaders in nontraditional areas. Race car driver Danica Patrick, communica-



tions and talk show queen Oprah Winfrey, “Bun” Lady Cordia Harrington and of course Ingram empire matriarch Martha Ingram. Their iconic success helps many overcome doubt and dream of new opportunities.

There are many women-owned companies throughout Tennessee, and the climate is ripe for growth. The fact that women-owned businesses are viable is evidence that when women are

at the table, the conversation changes. Our goal at the Council is to provide these bubbling entrepreneurs with information so they can become successful and make their dreams a reality.

The two mini-summits in Knoxville and Chattanooga as well as the statewide summit on Oct. 22, in Nashville are just a few ways the Council is working to provide women with practical information and models to achieve economic autonomy, so that the conversation changes with women at the table.

Phyllis Qualls-Brooks,
Ed.D.

How Can We Support Women-Owned Businesses?

- ♦ **Join** a women’s business group (such as NAWBO and BPW) or find other ways to network with women entrepreneurs
- ♦ **Learn** about financial products and services available for business start-up and growth
- ♦ **Invest** in women-owned businesses
- ♦ **Volunteer** your skills to the development of a woman-owned business
- ♦ **Lobby** for the development of rules and enforcement of federal legislation setting a 5% goal of all procurement contracts with federal agencies
- ♦ **Encourage** your federal, state and local governments to agree upon a single national third party certification standard enabling better security and more opportunity for women to participate in procurement contracts

Save the Date!



October 22, 2012
Nashville Airport Marriott



Keynote Speaker
Lilly Ledbetter
Fair Pay Advocate

For More Information Visit:
www.tnwomensummit.org